

**PAMAL BROADCASTING, LTD
WJJR WZRT WSYB WJEN WDTV
EEO PUBLIC FILE**

Pamal Broadcasting Ltd. is an equal opportunity employer and encourages minorities and females to apply for job openings.

With full-time openings, Pamal Broadcasting has a three part plan in an attempt to reach as many segments of the population without regard to color, race, gender or religious beliefs:

- 1. The wide dissemination of full-time openings via** our radio properties, newspaper classified advertising, on-line classified advertising and the use of appropriate job sources.
- 2. The sending of notices to community groups via letters or e-mail** that request such notification. Through on-air notices and the development of relationships with organizations we hope to grow this list.
- 3. Through our on-going Internship program,** participation in local job fairs, and participation in various job banks and Job Shadow opportunities in conjunction with schools and community groups.

This EEO Public File Report is filed in the following Stations' public inspection files pursuant to Section 73.20809(c) (6) of the Federal Communications ("FCC") rules: WZRT, WSYB, WJEN, WJJR, WDTV. The above stations are owned and operated by Pamal Broadcasting, Ltd.

Job Fair April 17, 2008

Partnership with Vermont Department of Labor

Management staff presents rotating times during event

- Terry Jarrosak - OPERATIONS MGR.
WJJR/WJEN/WZRT/WDVT/WSYB
- Brian Collamore- Gen Sales Mgr-WJJR/WJEN/WZRT/WDVT/WSYB
- Carrie Allen – Local Sales Mgr - WJJR/WJEN/WZRT/WDVT/WSYB
- Several On-Air Personalities were also on site through out the event

Job Fair October 24, 2008

Partnership with Vermont Department of Labor

Management staff presents rotating times during event

- Terry Jarrosak - OPERATIONS MGR.
WJJR/WJEN/WZRT/WDVT/WSYB
- Brian Collamore- Gen Sales Mgr-WJJR/WJEN/WZRT/WDVT/WSYB
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Dates of Hire Full time Openings

12/1/2007 - 11/30/2008

- Dec 17, 2007 - Keith Hannigan – Account Executive
- Jan 21, 2008- Kelly MacEachern- Account Executive
- Feb 20, 2008 – Kathleen McDonald- Account Executive
- March 3, 2008- Tim Marceau- Regional Co-op Adv Manager
- August 4, 2008- JD Redman – Promotion Director
- November 17, 2008- William Miller – Account Executive

Intern Program 2008 School Year

Supervised By Terry Jarrosak, Program Director WJJR WJEN WZRT WSYB WDVT

- July 08 – August 3, 2008 – Deirdre Sackett – Internship

Full-Time Job Openings

December 1, 2007-November 30, 2008

WJJR WJEN WZRT WSYB WDVT

Job Title	Recruitment Source	Total # of Interviewees From All Sources
Staff Announcer (0)		1
Hired – () Internship		
Hired – () Applied on Own Initiative		
Staff Announcer-PD (1)		4
Hired- (1) Transfer from within		
Account Executives (3)		
Hired – (1) Rutland Herald- Keith Hannigan		1
Hired- (1) Referral- Kat McDonald		1
Hired- (1) Referral- Kelly MacEachern		1
Hired- (1) Catamount Radio- William Miller		8
Regional Co-op Manager (1)		
Hired-(1) Referral-Tim Marceau		1

Job Recruitment Sources

Pamal Broadcasting

Catamount Radio

December 1, 2007 to November 30 2008

WJJR-FM, WZRT-FM, WJEN-FM, WDVT-FM, WSYB-AM

Recruitment Source	Total # Interviewees provided during period	Full Time Positions this source utilized
Rutland Herald 27 Wales St. Rutland, Vermont 05701 802-775-747-6128	0 1	On Air Staff Account Executive/Sales
Vermont Association Of Broadcasters Job Bank Web Site www.vab.org 15 W. Patterson St. Barre, Vermont 05641	0	Account Executive/Sales
WJJR WZRT WSYB WJEN WDVT Catamount Radio PO Box 30 Rutland, Vermont 05701 www.catrecruiting.com	8 1 3 0 4 2	Account Executive/Sales Intern Maintenance/Handiman On Air Staff Website Director Program Director
Referrals	3 1 1	Account Executive/Sales Regional Co-op Manager Program Director -Transfer
All Access Music Group www.allaccess.com 28955 Pacific Coast Highway Suite 210 Malibu, CA 90265	1 0	Program Director On Air Staff

Castleton State College 62 Alumni Dr, Castleton, VT 802-468-5611	0	On Air Staff Intern
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Vermont Dept. Employment and Training VermontJoblink.com 200 Asa Bloomer Bldg. Rutland, Vt 05701 802-786-5837	0	Account Executive/Sales
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Vermont State Colleges	0	Account Executive/Sales
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North Country Helpwanted.com	0	Account Executive/Sales
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SUPPLEMENTAL RECRUITMENT ACTIVITIES

Pamal Broadcasting
Catamount Radio

December 1 2007-November 30, 2008

Pamal Broadcasting Ltd Catamount Radio Internships

Catamount Radio has an ongoing internship program. WJEN, WSYB, WZRT, WJJR and WDVT have on-going internships with students from local high schools, Vermont Department of Employment Vocational Rehabilitation Employee Assistance Program and Castleton State College to give students an opportunity to experience various job positions. Through the internship program, part-time employment and full-time employment has resulted over the years. Intern Positions have been filled in promotions, marketing and other areas.

Vermont Association of Broadcasters

WJJR, WJEN, WZRT, WSYB, WDVT in conjunction with the VAB promote the VAB Job Bank web site. Regular announcements advise listeners of the web site and encourage use by member stations and potential job seekers interested in broadcasting careers to visit the site regularly. Catamount Radio posts positions that are available on the site.

Job Fair – partnership with VT Dept of Labor- Employment and Training Division Job Fair

WJJR, WJEN, WZRT, WSYB, WDVT co- hosted and co-promoted this job fair with on air announcements, remote broadcasts. Brian Collamore, and Carrie Allen both Sales Managers, Terry Jaye Operations Mgr, several on air personalities were on-site at varying times from 9am till 1pm, and were available to answer questions on broadcasting careers in general and potential opportunities at Catamount Radio.

All Access

WJJR, WJEN, WZRT, WSYB, WDVT uses All Access Job Bank web site. Catamount Radio posts positions that are available on the site to potential job seekers who are interested in broadcasting careers with Catamount Radio.

Station WJEN(FM), WJJR(FM), Rutland, WZRT(FM), WSYB-(AM), and WDVT(FM), Killington, all in Vermont, all operated as part of a single employment unit in 2008. This response covers the policies and activities of the entire unit.

(a) Provide the employment unit's two most recent EEO public file reports, described in 47 C.F.R. § 73.2080(c)(6). If your station has a website, tell us your web address. If your most recent public file report is not included or linked to on the website, in violation of 47 C.F.R. § 73.2080(c)(6), provide an explanation for why it is not there.

The two most recent reports are attached. The Station WJEN website is <http://www.catcountryvermont.com>. The most recent public file report for the employment unit may be viewed at the "EEO Statement" drop-down menu on the home page by clicking "Annual EEO Employment Reports". The other unit websites are www.wdvt.com, www.wjrr.net, www.wsyb1380am.com and www.z971.com each of which also has links to the current report.

(b) For each full-time position filled during the period covered by the above EEO public file reports, or since your acquisition of the station(s) if more recent, provide dated copies of all advertisements, bulletins, letters, faxes, e-mails, or other communications announcing the position, as described in § 73.2080(c)(5)(iii). Include copies of job announcements sent to any organizations (identified separately from other sources) that have notified the unit that they want to be notified of job openings at the unit, as described in § 73.2080(c)(1)(ii).

The requested information is attached and includes documentation of internal orders for on-air announcements of vacancies as well as documentation of outside communications. The stations have broadcast announcements soliciting interest by community organizations in being informed of job openings (a sample announcement is included in the documentation) but have had no responses. We note in that connection that the Rutland area has less than three percent total minority group population [and to the licensee's knowledge there are no organizations in the area that are involved with referral of minority group members or women for job openings].

(c) In accordance with § 73.2080(c)(5)(v), provide the total number of interviewees for each vacancy and the referral source for each interviewee for all full-time vacancies filled during the period covered by the above EEO public file reports.

This information is included in the Annual EEO Public File Reports.

(d) Provide documentation demonstrating performance of recruitment initiatives described under § 73.2080(c)(2) during this time period, such as participation at job fairs, mentoring programs, etc. Specify the station personnel involved in the recruitment initiatives. Also, provide the total number of full-time employees of the station and whether your market has 250,000 people or more. These two factors, as explained in 47 C.F.R. §§ 73.2080(c)(2) and (e)(3), determine whether your employment unit is required to perform two or four initiatives in a two-year period.

The employment unit currently has 21 full-time employees. The market has fewer than 250,000 people.

(e) Describe any pending or resolved complaints filed during the current license term before any body having competent jurisdiction under federal, state, territorial or local law, alleging unlawful discrimination in the employment practices of the unit(s) on the basis of race, color, religion, national origin, or sex. Provide a brief description of the complaint(s), including the persons involved, the date of the filing, the court or agency, the file number (if any), and the disposition or current status of the matter. All complaints must be reported, regardless of their status or disposition.

There have been no such complaints.

(f) In accordance with § 73.2080(b), from March 10, 2003 (or from the first day of your current license term if after March 10, 2003) until the date of this letter, describe the responsibilities of each level of management to ensure enforcement of unit EEO policies and describe how the unit has informed employees and job applicants of its EEO policies and program.

Attached is a copy of a corporate document breaking out the duties of the manager of each employment unit. Also attached is an excerpt from the Employee Handbook informing employees of the unit's EEO policies. All new hires must read and acknowledge in writing that they have read the handbook. Prospective employees are given a copy of the Handbook to read prior to hiring. EEO posters posted on public bulletin board in the common area of Catamount Radio Office.

(g) In accordance with § 73.2080(c)(3), from March 10, 2003 (or from the first day of your current license term if after March 10, 2003) until the date of this letter, describe the unit's efforts to analyze its EEO recruitment program to ensure that it is effective and address any problems found as a result.

The general manager periodically reviews responses to vacancy announcements to assure that there are ample responses from a variety of sources. To date the program has proven effective.

(h) In accordance with § 73.2080(c)(4), from March 10, 2003 (or from the first day of your current license term if after March 10, 2003) until the date of this letter, describe the unit's efforts to analyze periodically measures taken to examine pay, benefits, seniority practices, promotions, and selection techniques and tests to ensure that they provide equal opportunity and do not have a discriminatory effect, and if the unit has a union agreement, describe how the unit cooperates with the union(s) to ensure EEO policies are followed for the unit's union-member employees and job applicants.

The general manager periodically examines pay and benefit levels to determine if there are any discrepancies that might result from non-merit based factors. There are no union agreements.

I declare, under penalty of perjury, that the foregoing information is true and correct to the best of my knowledge and belief.

By:
Title:
Date: